

Statement of Financial Information (SOFI) comparisons of selected positions

SOFI Remuneration includes:

Salary, wages, bonuses, taxable benefits (MSP & Life Insurance), gratuities and income deferral

Bonuses includes: MEG, safety footwear allowances, vacation bank paid out

Salary/wages includes: Election Day pay

	City Manager/ CAO	Director of Finance	Director of Oper./Engineer	Planner	HR Manager
Port Alberni					
2007	114,894	96,523	102,273	85,230	89,808
2008	117,199	100,326	98,765	87,626	94,027
Campbell River					
2007	157128	89763	115007	97801	97080
2008	163569	90087	107293	100605	84885*
North Cowichan					
2007					
2008					
Powell River					
2007	141086	108148	82067	80296	81316
2008	172816	124572	91255	88893	93746
SD 70					
2008	132631	105623	90368		108563
2009	135109	123954	93825		110605
Alberni Clayoquot Regional District					
2007	91628		83129		
2008	96115		84406	80945	
Nanaimo					
2007	219017	126040	133577	120361	130759
2008	228038	129722	137561	127906	118701**
Nanaimo Regional District					
2007	140868	105040	112726	87201	88540
2008	160740	113073	114151	91106	97522

*new - step system

** not full year

2009 Salary and Wage Comparison by Budget and Population (CivInfo)
Management Comparison

Position	Salary	Ranking by Budget (\$16 - 39.9 million)			Ranking by Population (10,000 - 24,999)		
		Highest	Lowest	Ranking	Highest	Lowest	Ranking
City Manager	110736	171221 (Fraser Valley RD)	110736 (Port Alberni)	22 of 22	169289 (Langford)	110736 (Port Alberni)	17 of 17
Clerk	98304	138620 (Fraser Valley RD)	70000 (Caribou RD)	5 of 16	107519 (Comox)	80845 (Courtenay)	5 of 12
Deputy Clerk (Admin Asst.)	67524	88482 (Fraser Valley RD)	54748 (Kootenay Boundary)	4 of 10	82800 (Langford)	59261 (Squamish)	5 of 10
Director of Finance	98304	138260 (Fraser Valley RD)	90000 (Okanagan-Similk. RD)	11 of 21	127690 (Langford)	94723 (Parksville)	12 of 15
Deputy Director of Finance	76800	88890 (North Cowichan)	70248 (East Kootenay RD)	7 of 12	101670 (Langford)	64170 (Parksville)	7 of 10
Engineer	98304	138260 (Fraser Valley RD)	76200 (East Kootenay RD)	13 or 17	127690 (Langford)	87270 (Powell River)	12 of 15
Fire Chief	93876*	112164 (Powell River)	58152 (East Kootenay RD)	8 of 15	127690 (Langford)	83874 (Parksville)	11 of 16
Information Technology	86976	92562 (Fraser Valley RD)	61189 (Kootenay Boundary RD)	4 of 18	101670 (Langford)	64850 (Terrace)	3 of 10
Human Resources	90384	9800 (Williams Lake)	67936 (Quesnel)	6 of 16	9800 (Williams Lake)	77200 (Salmon Arm)	4 of 7
Planner	82452	138260 (Fraser Valley RD)	82452 (Port Alberni)	18 of 18	112573 (Sidney)	82452 (Port Alberni)	15 of 15
Parks Superintendent	71436	94687 (Sunshine Coast RD)	69510 (Nelson)	9 of 11	93430 (Langford)	71436 (Port Alberni)	8 of 8
Utilities Superintendent	79068	91713 (North Cowichan)	69510 (Nelson)	4 of 8	83430 (Fort St. John)	72426 (Powell River)	3 of 5

* comparing 2006 rate to 2009 rates in other communities

CUPE Comparison

Position	Wage	Ranking by Budget (\$16 - 39.9 million)			Ranking by Population (10,000 - 24,999)		
		Highest	Lowest	Ranking	Highest	Lowest	Ranking
Accounting Clerk	25.58	27.77 (Powell River)	21.13 (Caribou RD)	12 of 20	31.85 (Colwood)	22.95 (North Saanich)	7 of 14
Cashier	24.22	26.78 (Powell River)	15.61 (Sunshine Coast RD)	5 of 16	26.78 (Powell River)	18.67 (Fort St. John)	4 of 10
Engineering Tech 2	30.53	34.10 (Central Saanich)	27.61 (Squamish)	9 of 14	42.97 (Colwood)	28.67 (North Saanich)	9 of 15
IT Support	27.39	35.23 (Sunshine Coast RD)	26.00 (Squamish)	4 of 8	33.19 (Fort St. John)	26.00 (Squamish)	4 of 7
Payroll Clerk	26.47	32.94 (Fraser Fort George RD)	24.52 (Squamish)	9 of 17	27.30 (Fort St. John)	24.52 (Squamish)	4 of 12
Receptionist	25.13	30.04 (Kitimat)	16.59 (Squamish)	2 of 18	25.15 (Dawson Creek)	16.59 (Squamish)	2 of 15
Bylaw Enforcement	28.27	38.57 (Kitimat)	23.70 (Fort St. John)	8 of 17	34.95 (North Saanich)	22.75 (Squamish)	5 of 12
Building Inspection	29.19	42.65 (Kitimat)	28.84 (Salmon Arm)	19 of 20	42.02 (Sidney)	28.37 (Dawson Creek)	13 of 15
Foreman	29.65	37.97 (Kitimat)	27.34 (Squamish)	9 of 10	34.09 (Central Saanich)	27.34 (Squamish)	9 of 12
Gardener	28.73	30.26 (Prince Rupert)	22.86 (Oak Bay)	2 of 12	30.26 (Prince Rupert)	22.81 (Colwood)	2 of 14
Sr. Ice Maker/Zamboni	27.39	29.82 (Kitimat)	22.49 (Squamish)	2 of 11	27.39 (Port Alberni)	22.49 (Squamish)	1 of 6
Sr. Mtce. Worker	26.47	29.09 (Williams Lake)	17.48 (Central Kootenay RD)	5 of 14	29.09 (Williams Lake)	18.01 (Squamish)	4 of 12
Labourer	22.41	27.48 (Central Saanich)	20.41 (Williams Lake)	8 of 13	27.48 (Central Saanich)	20.41 (Williams Lake)	11 of 14
Lifeguard	25.58	25.48 (Port Alberni)	15.56 (Oak Bay)	1 of 13	25.58 (Port Alberni)	15.56 (Oak Bay)	1 of 9
Mechanic	28.73	32.57 (Sunshine Coast)	29.96 (Nelson)	9 of 11	31.65 (Powell River)	27.46 (Parksville)	7 of 12
Trades	28.73	36.64 (Sunshine Coast)	26.88 (Oak Bay)	5 of 7	35.09 (Colwood)	26.88 (Oak Bay)	4 of 8
Truck Driver 3	25.58	31.81 (Central Kootenay)	20.16 (Sunshine Coast)	5 of 13	28.14 (Courtenay)	22.86 (Oak Bay)	4 of 8
Utility Operator	28.79	30.88 (Thompson-Nicola)	20.81 (Central Kootenay)	4 of 13	29.69 (Fort St. John)	23.14 (Dawson Creek)	2 of 10
Water/Wastewater Operator	29.19	31.84 (Central Kootenay)	25.61 (Salmon Arm)	6 of 12	29.70 (Powell River)	25.61 (Salmon Arm)	2 of 9